Index to Volume 38

No. 1 Spring 2011
No. 2 Summer 2011
No. 3 Fall 2011
No. 4 Winter 2012

AUTHORS

Adams, Dann. Using Assessments for High-Potential Identification, No. 2, 7–13

Barton, Kathleen, and Rice, Charles M. State Laws Regulate the Use of Credit Information and Criminal Records for Employment Purposes, No. 3, 69–83

Bates, Suzanne. Building Your Leadership Brand, No. 4, 35–40

Berardo, Joseph, Jr. Self-Funding for Medical Plans: A Guide for HR Managers, No. 3, 37–45

Brody, Harold M., and Freed, Adam W. G. Leave, Teachers, and Bibles, Oh My: A Preview of Upcoming Employment Cases at the Supreme Court, No. 4, 79–84

Brody, Harold M., and Freed, Adam W. G. The Supreme Court Expands Employee Protections Against Retaliation Under the Fair Labor Standards Act, No. 2, 85–91

Brody, Harold M., and Freed, Adam W. G. The Supreme Court in 2011: A Preview of Upcoming Employment Law Cases, No. 1, 91–97

Brody, Harold M., and Freed, Adam W. G. The Supreme Court Deals Heavy Blow to Class-Arbitration Waivers in Consumer Context: Will the Decision End Employee Class-Action Lawsuits?, No. 3, 85–91

Bruch, Heike, and Vogel, Bernd. Strategies for Creating and Sustaining Organizational Energy, No. 2, 51–61

Cairns, Thomas D. Who's Up Next? Most Companies Fail to Plan for Leadership Succession, No. 2, 27–34

Callahan, Rebecca. Making the Most of Free Agents in the Workforce, No. 2, 35–42

Carvin, Beth N. New Strategies for Making Exit Interviews Count, No. 2, 1–6

Coate, Patricia, and Hill, Kenton R. Why Smart Companies Hire Performance Coaches to Turn Managers into Leaders, No. 1, 35–43

Cunningham, Colleen. Designing Effective Management-Development Programs, No. 4, 27–33

Fink, Sharon Birkman. From Guess to Process: A Systematic Approach to Hiring and Retention, No. 3, 11–18

Freed, Adam W. G., and Brody, Harold M. Leave, Teachers, and Bibles, Oh My: A Preview of Upcoming Employment Cases at the Supreme Court, No. 4, 79–84

Freed, Adam W. G., and Brody, Harold M. The Supreme Court Expands Employee

© 2012 Wiley Periodicals, Inc.

Protections Against Retaliation Under the Fair Labor Standards Act, No. 2, 85–91
Freed, Adam W. G., and Brody, Harold M. The Supreme Court in 2011: A Preview of Upcoming Employment Law Cases, No. 1, 91–97
Freed, Adam W. G., and Brody, Harold M. The Supreme Court Deals Heavy Blow to Class-Arbitration Waivers in Consumer Context: Will the Decision End Employee Class-Action Lawsuits?, No. 3, 85–91
Frisina, Michael E., and Frisina, Robert W. Behavior Can "Make or Break" Professional Relationships and Business Success, No. 2, 43–50
Frisina, Michael E., and Frisina, Robert W. Correcting Your Leadership "Zero": Aligning Your Behavior with Your Mission, Vision, and Values, No. 1, 27–33
Frisina, Robert W., and Frisina, Michael E. Behavior Can "Make or Break" Professional Relationships and Business Success, No. 2, 43–50
Frisina, Robert W., and Frisina, Michael E. Correcting Your Leadership "Zero": Aligning Your Behavior with Your Mission, Vision, and Values, No. 1, 27–33
Golleher, Connie. Individual Disability Insurance Can Fill a Gap in Employer Benefit Plans, No. 1, 45–51
Graham-Leviss, Katherine. A Targeted Hiring Methodology Can Hit the Bull's-Eye in Recruiting Sales Professionals, No. 4, 9–17
Greenberg, Herb. Aligning Future Leaders Today to Take on the Challenges of Tomorrow, No. 4, 55–60
Harpe, Lisa, and Méndez, Julia. Developing Effective and Legally Compliant Recruiting Strategies to Meet Company Goals, No. 3, 47–52
Hill, Kenton R., and Coate, Patricia. Why Smart Companies Hire Performance Coaches to Turn Managers into Leaders, No. 1, 35–43
Hines, Andy. A Dozen Surprises About the Future of Work, No. 1, 1–15
Hughes, Patricia. Transforming the Work Environment with Gracious Space, No. 4, 19–25
Kastrinsky, Howard M. DOL: OLMS Proposal to Reinterpret Advice and Persuader; OSHA Announced New Measures to Strengthen Whistleblower Protection Program and Directive on Investigations Involving Workplace Violence; OFCCP Refocuses Its Regulatory Agenda; EBSA Will Repropose the Definition of Fiduciary for Pension Plans; WHD Issues Final Rule Pertaining to Successor Service Contractors, No. 4, 61–66
Kastrinsky, Howard M. EEOC Held Hearing on the Use of Leave as a Reasonable Accommodation, No. 4, 68
Kastrinsky, Howard M. IRS Launched a New Program to Deal with Misclassification of Employees, No. 4, 68–69
Kastrinsky, Howard M. NLRB Issued Final Rule on Posting of Employee Rights, No. 4, 66–68
Kisicki, Mark G. Agencies Respond to EO on Improving Regulatory Review, No. 3, 53–55
Kisicki, Mark G. Courts Show Resistance to Some DOL Positions, No. 1, 75–76
Kisicki, Mark G. Dodd-Frank: Impact on FCRA Rules, Whistleblower and Antiretaliation Protections, No. 3, 64–66
Kisicki, Mark G. DOL: New and Revised Rules Issued on Wage and Hour Issues; Workers'-Comp Claims Procedures; Affirmative-Action Requirements for Veterans, No. 3, 58–62
Kisicki, Mark G. EEOC Issues Final Regs on ADAA, No. 3, 67–68

Kisicki, Mark G. The Fall 2010 Elections Affect the Labor and Employment Regulatory Landscape, No. 1, 69–74
Kisicki, Mark G. Impact of Wal-Mart Case on DOL Decisions, No. 3, 66–67
Kisicki, Mark G. National Labor Relations Board Exercises Its Rulemaking Authority, No. 1, 74–75
Kisicki, Mark G. NLRB Publishes Proposed Rules on Union-Election Schedule, No. 3, 55–58
Kisicki, Mark G. OSHA: Enforcement Against Distracted Drivers; Protections for Shipyard Workers; Simplifying Standards; Employee Benefits Security Administration: Retirement-Plan Fee-Disclosure Rules, No. 3, 63–64
Lieber, Lynn D. Considerations for Attracting and Retaining a Qualified, Diverse Workforce, No. 4, 85–92
Lieber, Lynn D. Performance Evaluations: More Important Than Ever in 2011, No. 1, 99–105
Lieber, Lynn D. Social Media in the Workplace-Proactive Protections, No. 3, 93–101
Lieber, Lynn D. What Can HR Do in Response to the New Retaliation Rules?, No. 2, 93–99
Lindsay, David C., and Moore, Leah M. State and Federal Leave Laws: How Recent Legislative Changes Have Complicated Leave Administration, No. 1, 77–90
Méndez, Julia, and Harpe, Lisa. Developing Effective and Legally Compliant Recruiting Strategies to Meet Company Goals, No. 3, 47–52
Martucci, William C., and Oldvader, Jennifer K. Avoiding Another Wage-and-Hour Pitfall: State Late-Paycheck Laws, No. 2, 71–83
Martucci, William C., and Shankland, Russell J. Gender Identity and Expression: Emerging Protections in State Law, No. 4, 71–77
Matuson, Roberta Chinsky. Help! My Boss Is Young Enough to be My Child-Tips for Managing in a New Age, No. 1, 23–26
Miller, Steven R. DOL: U Visa Certification Protocol, No. 2, 67
Miller, Steven R. EBSA: Fact Sheet on Definition of "Fiduciary" Under ERISA, No. 2, 68–69
Miller, Steven R. EEOC: Final Regulations on the ADAAA, No. 2, 63–67
Miller, Steven R. NLRB: Settlement of Facebook Case, No. 2, 69
Miller, Steven R. OSHA: Distracted Driving Initiative, No. 2, 70
Moore, Leah M., and Lindsay, David C. State and Federal Leave Laws: How Recent Legislative Changes Have Complicated Leave Administration, No. 1, 77–90
Oldvader, Jennifer K., and Martucci, William C. Avoiding Another Wage-and-Hour Pitfall: State Late-Paycheck Laws, No. 2, 71–83
Rice, Charles M., and Barton, Kathleen. State Laws Regulate the Use of Credit Information and Criminal Records for Employment Purposes, No. 3, 69–83
Rocchetti, Rick, Sappington, Tom, and Whitney, Carroll Shaw. Managers' Perspectives on the Leadership-Development Experience in the City of Raleigh, No. 4, 41–54
Sappington, Tom, Whitney, Carroll Shaw, and Rocchetti, Rick. Managers' Perspectives on the Leadership-Development Experience in the City of Raleigh, No. 4, 41–54
Shankland, Russell J., and Martucci, William C. Gender Identity and Expression: Emerging Protections in State Law, No. 4, 71–77
Strecker, David E. Regulating Guns at Work: A Proposal for OSHA, No. 2, 15–26
Swart, Morne . Maximizing the Value of a Contingent Workforce, No. 1, 53–60

Tate, William. Global Business Operations Require Increased Efforts in International Background Screening, No. 3, 29–36
Thomas, R. Roosevelt, Jr. The Management of Workforce Diversity: A Continuing Evolution, No. 3, 1–9
Thomas, R. Roosevelt, Jr. Organizational Diversity: A Missed Opportunity, No. 4, 1–8
Toldi, Nicole L. Job Applicants Favor Video Interviewing in the Candidate-Selection Process, No. 3, 19–27
Tulgan, Bruce. Convince Employees to Track Their Own Performance and Teach Them How!, No. 1, 61–67
Vogel, Bernd, and Bruch, Heike. Strategies for Creating and Sustaining Organizational Energy, No. 2, 51–61
Vorhauser-Smith, Sylvia. The Neuroscience of Talent Management, No. 1, 17–22
Whitney, Carroll Shaw, Rocchetti, Rick, and Sappington, Tom. Managers' Perspectives on the Leadership-Development Experience in the City of Raleigh, No. 4, 41–54

SUBJECT INDEX

Age Issues in Workplace

Help! My Boss Is Young Enough to be My Child-Tips for Managing in a New Age, Roberta Chinsky Matuson, No. 1, 23–26

Assessment

Using Assessments for High-Potential Identification, Dann Adams, No. 2, 7–13

Background Screening

Global Business Operations Require Increased Efforts in International Background Screening, William Tate, No. 3, 29–36

Behavior

Behavior Can "Make or Break" Professional Relationships and Business Success, Michael E. Frisina and Robert W. Frisina, No. 2, 43–50

Benefits

Individual Disability Insurance Can Fill a Gap in Employer Benefit Plans, Connie Golleher, No. 1, 45–51
Self-Funding for Medical Plans: A Guide for HR Managers, Joseph Berardo, Jr., No. 3, 37–45

Contingent Workforce

Maximizing the Value of a Contingent Workforce, Morne Swart, No. 1, 53–60

Disability Insurance

Individual Disability Insurance Can Fill a Gap in Employer Benefit Plans, Connie Golleher, No. 1, 45–51

Employee Retention

New Strategies for Making Exit Interviews Count, Beth N. Carvin, No. 2, 1–6

Exit Interviews

New Strategies for Making Exit Interviews Count, Beth N. Carvin, No. 2, 1–6

Federal Regulations Update

Agencies Respond to EO on Improving Regulatory Review, Mark G. Kisicki, No. 3, 53–55
Courts Show Resistance to Some DOL Positions, Mark G. Kisicki, No. 1, 75–76

Dodd-Frank: Impact on FCRA Rules, Whistleblower and Antiretaliation Protections, Mark G. Kisicki, No. 3, 64–66
DOL: New and Revised Rules Issued on Wage and Hour Issues; Workers'-Comp Claims Procedures; Affirmative-Action Requirements for Veterans, Mark G. Kisicki, No. 3, 58–62
DOL: OLMS Proposal to Reinterpret Advice and Persuader; OSHA Announced New Measures to Strengthen Whistleblower Protection Program and Directive on Investigations Involving Workplace Violence; OFCCP Refocuses Its Regulatory Agenda; EBSA Will Repropose the Definition of Fiduciary for Pension Plans; WHD Issues Final Rule Pertaining to Successor Service Contractors, Howard M. Kastrinsky, No. 4, 61–66
DOL: U Visa Certification Protocol, Steven R. Miller, No. 2, 67
EBSA: Fact Sheet on Definition of "Fiduciary" Under ERISA, Steven R. Miller, No. 2, 68–69
EEOC: Final Regulations on the ADAAA, Steven R. Miller, No. 2, 63–67
EEOC Held Hearing on the Use of Leave as a Reasonable Accommodation, Howard M. Kastrinsky, No. 4, 68
EEOC Issues Final Regs on ADAA, Mark G. Kisicki, No. 3, 67–68
The Fall 2010 Elections Affect the Labor and Employment Regulatory Landscape, Mark G. Kisicki, No. 1, 69–74
Impact of Wal-Mart Case on DOL Decisions, Mark G. Kisicki, No. 3, 66–67
IRS Launched a New Program to Deal with Misclassification of Employees, Howard M. Kastrinsky, No. 4, 68–69
National Labor Relations Board Exercises Its Rulemaking Authority, Mark G. Kisicki, No. 1, 74–75
NLRB: Settlement of Facebook Case, Steven R. Miller, No. 2, 69
NLRB Issued Final Rule on Posting of Employee Rights, Howard M. Kastrinsky, No. 4, 66–68
NLRB Publishes Proposed Rules on Union-Election Schedule, Mark G. Kisicki, No. 3, 55–58
OSHA: Distracted Driving Initiative, Steven R. Miller, No. 2, 70
OSHA: Enforcement Against Distracted Drivers; Protections for Shipyard Workers; Simplifying Standards; Employee Benefits Security Administration: Retirement-Plan Fee-Disclosure Rules, Mark G. Kisicki, No. 3, 63–64

Free Agent Workers

Making the Most of Free Agents in the Workforce, Rebecca Callahan, No. 2, 35–42

Future of Work

A Dozen Surprises About the Future of Work, Andy Hines, No. 1, 1–15

Global Business

Global Business Operations Require Increased Efforts in International Background Screening, William Tate, No. 3, 29–36

Gracious Space

Transforming the Work Environment with Gracious Space, Patricia Hughes, No. 4, 19–25

Gun Regulation

Regulating Guns at Work: A Proposal for OSHA, David E. Strecker, No. 2, 15–26

Hiring

Developing Effective and Legally Compliant Recruiting Strategies to Meet Company Goals, Lisa Harpe and Julia Méndez, No. 3, 47–52

Global Business Operations Require Increased Efforts in International Background Screening, William Tate, No. 3, 29–36

From Guess to Process: A Systematic Approach to Hiring and Retention, Sharon Birkman Fink, No. 3, 11–18

Job Applicants Favor Video Interviewing in the Candidate-Selection Process, Nicole L Toldi, No. 3, 19–27

A Targeted Hiring Methodology Can Hit the Bull's-Eye in Recruiting Sales Professionals, Katherine Graham-Leviss, No. 4, 9–17

Key Court Cases

Leave, Teachers, and Bibles, Oh My: A Preview of Upcoming Employment Cases at the Supreme Court, Harold M. Brody and Adam W. G. Freed, No. 4, 79–84

The Supreme Court Deals Heavy Blow to Class-Arbitration Waivers in Consumer Context: Will the Decision End Employee Class-Action Lawsuits?, Harold M. Brody and Adam W. G. Freed, No. 3, 85–91

The Supreme Court Expands Employee Protections Against Retaliation Under the Fair Labor Standards Act, Harold M. Brody and Adam W. G. Freed, No. 2, 85–91

The Supreme Court in 2011: A Preview of Upcoming Employment Law Cases, Harold M. Brody and Adam W. G. Freed, No. 1, 91–97

Leadership

Aligning Future Leaders Today to Take on the Challenges of Tomorrow, Herb Greenberg, No. 4, 55–60

Building Your Leadership Brand, Suzanne Bates, No. 4, 35–40

Correcting Your Leadership "Zero": Aligning Your Behavior with Your Mission, Vision, and Values, Michael E. Frisina and Robert W. Frisina, No. 1, 27–33

Managers' Perspectives on the Leadership-Development Experience in the City of Raleigh, Rick Rocchetti, Tom Sappington, and Carroll Shaw Whitney, No. 4, 41–54

Who's Up Next? Most Companies Fail to Plan for Leadership Succession, Thomas D. Cairns, No. 2, 27–34

Management Development

Designing Effective Management-Development Programs, Colleen Cunningham, No. 4, 27–33

Medical Plans

Self-Funding for Medical Plans: A Guide for HR Managers, Joseph Berardo, Jr., No. 3, 37–45

Neuroscience

The Neuroscience of Talent Management, Sylvia Vorhauser-Smith, No. 1, 17–22

Organizational Diversity

Organizational Diversity: A Missed Opportunity, R. Roosevelt Thomas, Jr., No. 4, 1–8

Organizational Energy

Strategies for Creating and Sustaining Organizational Energy, Heike Bruch and Bernd Vogel, No. 2, 51–61

Performance

Convince Employees to Track Their Own Performance and Teach Them How!, Bruce Tulgan, No. 1, 61–67
Correcting Your Leadership "Zero": Aligning Your Behavior with Your Mission, Vision, and Values, Michael E. Frisina and Robert W. Frisina, No. 1, 27–33
Why Smart Companies Hire Performance Coaches to Turn Managers into Leaders, Patricia Coate and Kenton R. Hill, No. 1, 35–43

Positive Workplace Culture

Transforming the Work Environment with Gracious Space, Patricia Hughes, No. 4, 19–25

Questions and Answers

Considerations for Attracting and Retaining a Qualified, Diverse Workforce, Lynn D. Lieber, No. 4, 85–92
Performance Evaluations: More Important Than Ever in 2011, Lynn D. Lieber, No. 1, 99–105
Social Media in the Workplace-Proactive Protections, Lynn D. Lieber, No. 3, 93–101
What Can HR Do in Response to the New Retaliation Rules?, Lynn D. Lieber, No. 2, 93–99

Recruiting

A Targeted Hiring Methodology Can Hit the Bull's-Eye in Recruiting Sales Professionals, Katherine Graham-Leviss, No. 4, 9–17

Recruiting Strategies

Developing Effective and Legally Compliant Recruiting Strategies to Meet Company Goals, Lisa Harpe and Julia Méndez, No. 3, 47–52

Retention

From Guess to Process: A Systematic Approach to Hiring and Retention, Sharon Birkman Fink, No. 3, 11–18

Sales Professionals

A Targeted Hiring Methodology Can Hit the Bull's-Eye in Recruiting Sales Professionals, Katherine Graham-Leviss, No. 4, 9–17

Staffing

Maximizing the Value of a Contingent Workforce, Morne Swart, No. 1, 53–60

State Regulations Update

Avoiding Another Wage-and-Hour Pitfall: State Late-Paycheck Laws, William C. Martucci and Jennifer K. Oldvader, No. 2, 71–83
Gender Identity and Expression: Emerging Protections in State Law, William C. Martucci and Russell J. Shankland, No. 4, 71–77
State and Federal Leave Laws: How Recent Legislative Changes Have Complicated Leave Administration, David C. Lindsay and Leah M. Moore, No. 1, 77–90
State Laws Regulate the Use of Credit Information and Criminal Records for Employment Purposes, Kathleen Barton and Charles M. Rice, No. 3, 69–83

Talent Management

The Neuroscience of Talent Management, Sylvia Vorhauser-Smith, No. 1, 17–22
Using Assessments for High-Potential Identification, Dann Adams, No. 2, 7–13
Who's Up Next? Most Companies Fail to Plan for Leadership Succession, Thomas D. Cairns, No. 2, 27–34

Video Interviewing

Job Applicants Favor Video Interviewing in the Candidate-Selection Process, Nicole L Toldi, No. 3, 19–27

Workforce Diversity

The Management of Workforce Diversity: A Continuing Evolution, R. Roosevelt Thomas, Jr., No. 3, 1–9